## Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## Bureau of Indian Affairs: BIA (and below)

For 4th Quarter 2021 for period ending September 30, 2021

	Comparative Data											
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2021Thru09-30						
	2016	2017	2018	2019	2020	20211111109-30						
Number of Complaints Filed	34	33	20	27	15	24						
Number of Complainants	34	33	20	27	15	24						
Repeat Filers	0	0	0	0	0	0						

Complaints by Docis			Com	parativ	ve Data	ı
Complaints by Basis	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	2021Thru09- 30
Race	12	10	8	7	3	9
Color	3	2	4	1	0	3
Religion	0	1	1	0	0	2
Reprisal	10	17	14	12	9	20
Sex	10	13	7	8	1	6
PDA	0	0	0	1	1	0

National Origin	5	4	3	6	0	6
Equal Pay Act	0	0	0	0	0	0
Age	6	7	7	6	5	7
Disability	9	8	6	5	2	8
Genetics	0	0	0	0	0	0
Non-EEO	1	2	0	3	0	1
			Com	parativ	ve Data	ı
Complaints by Issue	Pr	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	2021Thru09- 30
Appointment/Hire	6	6	2	5	1	3
Assignment of Duties	2	5	3	2	2	3
Awards	0	4	0	2	1	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	1	1	0	1	2	0
Suspension	1	1	1	0	1	0
Removal	0	0	2	0	0	1
Other	0	0	0	1	0	0
Duty Hours	1	1	0	2	0	0
Perf. Eval./ Appraisal	0	3	2	4	1	3
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	11	15	10	11	4	15

Sexual	1	4	0	2	1	0
Medical Examination	1	0	0	0	0	0
Pay including overtime	0	1	1	0	0	1
Promotion/Non-Selection	0	1	0	2	0	3
Reassignment						
Denied	1	0	0	0	0	0
Directed	3	2	2	1	1	1
Reasonable Accommodation Disability	3	1	2	0	1	2
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	1	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	5	5	1	4	0	4
Terms/Conditions of Employment	0	4	6	2	2	5
Time and Attendance	3	1	2	3	1	0
Training	1	1	1	1	0	2
Other						
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

					C	omp	ar	ative l	Data	
<b>Processing Time</b>			Prev	ious	Fisc	al Y	ea	r Data	ı	2021Thru09-
	20	16	20	17	20	18	2	2019	2020	30
Complaints pending during	g fisc	al ye	ear							
Average number of days in investigation	246	5.52	191	.27	179	0.27	1′	77.00	175.92	318.67
Average number of days in final action	53.	3.75 38		38.75		.73	50.00		90.45	113.76
Complaint pending during	fisca	ıl ye	ar wh	nere	hear	ing w	vas	reque	sted	
Average number of days in investigation	240.08   201.44   175.00   201.17   168.5									314.30
Average number of days in final action	49.	.67	4.0	00	45.	.38	2	9.50	21.29	92.71
Complaint pending during	fisca	ıl ye	ar wh	nere	heari	ing v	vas	not re	quested	
Average number of days in investigation	249	.09	.09   166.		171	.12	13	32.83	182.92	337.57
Average number of days in final action	43.	.71	51.	00	48.	.33	7	2.57	211.50	125.40
						Cor	np	arativ	e Data	
Complaints Dismissed I Agency	y		Pro	evio	us Fi	iscal	Ye	ear Da	ta	2021Thru09-
<b>g</b> ,		20	16	20	17	201	8	2019	2020	30
Total Complaints Dismisso by Agency	ed	9		7	7	2		1	2	1
Average days pending price to dismissal	or	224.56		148	3.71	72	)	147	266.5	146
Com	mplaints Withdrawn by Complainants						nts			
Total Complaints Withdra by Complainants	wn	2	2	(	)	3		0	0	1

					•	Comp	ara	tive	Dat	ta		
Total Final Agency		]	Pre	vious	Fis	cal Y	ear	Data	a		2021	Thru09
Actions Finding Discrimination	2	016	2	017	20	018	20	19	20	20		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		0		0		2	
Without Hearing	0	0	0	0	0	0	0	0	0	0	2	100
With Hearing	0	0	0	0	1	100	0	0	0	0	0	0
Findings of	Comparative Data									a		
Discrimination Rendered by Basis		]	Pre	vious	Fis	cal Y	ear	Data	a		2021	Thru09
Note: Complaints can be	Previous Fiscal Year Data   2016 2017 2018 2019 2020							020	30			
filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		2		0		0		2	
Race	0	0	0	0	1	50	0	0	0	0	0	0
Color	0	0	0	0	1	50	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	2	100	0	0	0	0	2	100
Sex	0	0	0	0	1	50	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	50	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	1	50	0	0	0	0	0	0
Disability	0	0	1	100	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

Findings After Hearing	0		0		1		0		0		0	
Race	0	0	0	0	1	100	0	0	0	0	0	0
Color	0	0	0	0	1	100	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	1	100	0	0	0	0	0	0
Sex	0	0	0	0	1	100	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	100	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	1	100	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		1		1		0		0		2	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	1	100	0	0	0	0	2	100
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	1	100	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
					(	Comp	ara	tive	Dat	a		
Findings of Discrimination Rendered		]	Pre	vious	Fis	cal Y	ear	Data	ì		2021	Thru09-
by Issue	20	)16	20	017	2	018	2019			20		30
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		1		2		0		0		2	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	1	50	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	50	0	0	0	0	0	0

Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	2	100
Time and Attendance	0	0	1	100	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		1		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0

Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	100	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0

	1						1					
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		1		1		0		0		2	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment									-			

Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	1	100	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment						-						
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	2	100
Time and Attendance	0	0	1	100	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define						-						
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-
	2016	2017	2018	2019	2020	30
Total complaints from previous Fiscal Years	25	33	31	25	29	17
Total Complainants	25	33	30	24	29	17
Number complaints pending						
Investigation	1	8	2	0	0	0
ROI issued, pending Complainant's action	1	0	0	0	0	0
Hearing	24	33	31	25	22	16
Final Agency Action	0	0	0	0	7	1
Appeal with EEOC Office of Federal Operations	11	7	7	3	5	9
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-
	2016	2017	2018	2019	2020	30
Pending Complaints Where Investigations Exceed Required Time Frames	4	10	2	1	0	3